



UNITED NATIONS

NATIONS UNIES

INTERNATIONAL CIVIL SERVICE
COMMISSION

COMMISSION DE LA FONCTION
PUBLIQUE INTERNATIONALE

Two United Nations Plaza, 10th Floor, New York, NY 10017

**Categorization of duty stations for the purpose of General Service
salary surveys effective 1 January 2026**

Country/Area	Duty Station	Category
Afghanistan	Kabul	IV
Albania	Tirana	III
Algeria	Algiers	II
Angola	Luanda	IV
Antigua and Barbuda	Saint John's	V
Argentina	Buenos Aires	I*
Armenia	Yerevan	III
Australia	Canberra	V
Azerbaijan	Baku	II
Bahamas	Nassau	V
Bahrain	Manama	V*
Bangladesh	Dhaka	I
Barbados	Bridgetown	III
Belarus	Minsk	II
Belgium	Brussels	I**
Belize	Belmopan	V
Benin	Cotonou	III
Bhutan	Thimphu	III
Bolivia (Plurinational State of)	La Paz	II
Bosnia and Herzegovina	Sarajevo	III
Botswana	Gaborone	IV
Brazil	Brasilia	I*
Bulgaria	Sofia	II
Burkina Faso	Ouagadougou	IV
Burundi	Bujumbura	IV
Cabo Verde	Praia	IV
Cambodia	Phnom Penh	II*

Country/Area	Duty Station	Category
Cameroon	Yaoundé	IV
Central African Republic	Bangui	IV
Chad	N'Djamena	III*
Chile	Santiago	II**
China	Beijing	I
Colombia	Bogotá	II
Comoros	Moroni	IV
Congo	Brazzaville	IV
Costa Rica	San José	II*
Côte d'Ivoire	Abidjan	III
Croatia	Zagreb	I*
Cuba	Havana	I
Cyprus	Nicosia	II
Czechia	Prague	V
Democratic People's Republic of Korea	Pyongyang	V
Democratic Republic of the Congo	Kinshasa	IV
Denmark	Copenhagen	I**
Djibouti	Djibouti	IV
Dominica	Roseau	V
Dominican Republic	Santo Domingo	II
Ecuador	Quito	II
Egypt	Cairo	I
El Salvador	San Salvador	II
Equatorial Guinea	Malabo	III
Eritrea	Asmara	IV
Estonia	Tallinn	V
Eswatini	Mbabane	IV
Ethiopia	Addis Ababa	III
Fiji	Suva	III
Finland	Helsinki	V
Gabon	Libreville	IV
Gambia	Banjul	IV
Georgia	Tbilisi	III
Germany	Bonn	I**
Ghana	Accra	II
Greece	Athens	II**
Grenada	Saint George's	V

Country/Area	Duty Station	Category
Guatemala	Guatemala City	II
Guinea	Conakry	IV
Guinea-Bissau	Bissau	IV
Guyana	Georgetown	III
Haiti	Port-au-Prince	IV
Honduras	Tegucigalpa	II
Hungary	Budapest	II*
India	New Delhi	I
Indonesia	Jakarta	I
Iran	Tehran	II
Iraq	Baghdad	III*
Ireland	Dublin	V
Israel	Israel base	I**
Jamaica	Kingston	II
Japan	Tokyo	I**
Jordan	Amman	III
Kazakhstan	Astana	II
Kenya	Nairobi	III
Kiribati	Tarawa	V
Kosovo – United Nations-administered province of Serbia	Pristina	IV
Kuwait	Kuwait City	I**
Kyrgyzstan	Bishkek	II*
Lao People’s Democratic Republic	Vientiane	III
Latvia	Riga	V
Lebanon	Beirut	III
Lesotho	Maseru	IV
Liberia	Monrovia	IV
Libyan Arab Jamahiriya	Tripoli	III
Lithuania	Vilnius	V
Madagascar	Antananarivo	IV
Malawi	Lilongwe	IV
Malaysia	Kuala Lumpur	II
Maldives	Male	III
Mali	Bamako	IV
Malta	Valletta	V
Marshall Islands	Majuro	V

Country/Area	Duty Station	Category
Mauritania	Nouakchott	IV
Mauritius	Port Louis	III
Mexico	Mexico City	I**
Micronesia, Federated States of	Palikir	V
Monaco	Monte Carlo	II
Mongolia	Ulaanbaatar	II
Montenegro	Podgorica	IV
Morocco	Rabat	II
Mozambique	Maputo	IV
Myanmar	Yangon	III*
Namibia	Windhoek	IV
Nauru	Yaren	V
Nepal	Kathmandu	III
Netherlands	The Hague	I**
Nicaragua	Managua	II
Niger	Niamey	IV
Nigeria	Abuja	III
Niue	Alofi	V
North Macedonia	Skopje	IV
Norway	Oslo	V
Oman	Muscat	II*
Pakistan	Islamabad	III
Palau	Ngerulmud	V
Panama	Panama City	II*
Papua New Guinea	Port Moresby	III
Paraguay	Asunción	II
Peru	Lima	II
Philippines	Manila	I
Poland	Warsaw	I
Portugal	Lisbon	V
Qatar	Doha	I*
Republic of Korea	Seoul	I
Republic of Moldova	Chisinau	II
Romania	Bucharest	II
Russian Federation	Moscow	I
Rwanda	Kigali	IV
Samoa	Apia	III

Country/Area	Duty Station	Category
Sao Tome and Principe	Sao Tome	IV
Saudi Arabia	Riyadh	I**
Senegal	Dakar	III
Serbia	Belgrade	II
Seychelles	Victoria	V
Sierra Leone	Freetown	IV
Singapore	Singapore	V
Slovakia	Bratislava	V*
Slovenia	Ljubljana	V
Solomon Islands	Honiara	IV*
Somalia	Mogadishu	IV
South Africa	Pretoria	III
South Sudan	Juba	IV
Sri Lanka	Colombo	II
Sudan	Khartoum	IV*
Suriname	Paramaribo	III
Sweden	Stockholm	V
Syrian Arab Republic	Damascus	IV
Tajikistan	Dushanbe	III
Thailand	Bangkok	I
Timor-Leste	Dili	III*
Togo	Lomé	III
Tonga	Nuku'alofa	V
Trinidad and Tobago	Port of Spain	III
Tunisia	Tunis	III
Türkiye	Ankara	I**/**
Turkmenistan	Ashgabat	II
Tuvalu	Funafuti	V
Uganda	Kampala	III
Ukraine	Kyiv	II
United Arab Emirates	Abu Dhabi	I
United Republic of Tanzania	Dar-es-Salaam	III
United States of America	Washington, D.C.	I**
Uruguay	Montevideo	II
Uzbekistan	Tashkent	II
Vanuatu	Port Vila	III

Country/Area	Duty Station	Category
Venezuela (Bolivarian Republic of)	Caracas	II
Viet Nam	Hanoi	I
Yemen	Sana'a	IV
Zambia	Lusaka	IV
Zimbabwe	Harare	III*

*Duty stations that have a change in category

**Duty stations that require the retention of the national civil service (NCS)

Note: Duty stations designated as category V are subject to change upon confirmation of staffing tables prior to the commencement of a comprehensive salary survey.